

# MEMORANDUM OF AGREEMENT

## BELLSOUTH UNIFORM PROGRAM

This Memorandum of Agreement (MOA) between the Communications Workers of America (CWA) and BellSouth Telecommunications, Inc. (BST) outlines the agreement reached by the parties regarding amendments to Appendix C, Part XIX of the BST Working Agreement, and Appendix B of the Utility Operations Working Agreement.

The agreed-upon amendments are as follows:

The Company will credit each participant in the Uniform Program a one-time, \$225.00 allowance in addition to the 2007 annual credit for the purchase of AT&T branded uniforms.

Electronic Technicians who currently work in the Central Office may opt out of the Uniform Program during a special opt out period on the same basis as Electronic Technicians and Testing Technicians in the centers may opt out. Further, any new employee entering the Electronic Technician title in the Central Office will not be eligible for the uniform program.

An approved CWA logo will be placed on the uniform shirt sleeve, cap, and outerwear by the vendor.

All other provisions of the Uniform Program remain in effect.

This Memorandum of Agreement is effective with the execution of this agreement and will remain effective for the life of the 2004 Working Agreements.

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Noah V. Savant  
Vice President  
CWA District 3

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Michael L. Matthews  
Vice President  
Labor Relations

Date: \_\_\_\_\_

Date: \_\_\_\_\_